



## JODHPUR VIDYUT VITRAN NIGAM LTD.

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**ADMN. 179**

No. JdVVNL/MD/Secy.(Admn.)/Ju/S.Esst./F. /OO. 934 /D. 1520

dated 18/3/15

### **ORDER**

**Sub:- Amendment in Technical Workmen Service Regulations, 1975 regarding taking effective measures for prohibition of sexual harassment of working women at work place of company.**



The Board of Directors in its 219<sup>th</sup> meeting held on 13.02.2015 has accorded its approval for making amendments in the Technical Workmen Service Regulations, 1975 regarding taking effective measures for prohibition of sexual harassment of working women at work place of company. Accordingly, the following New Regulation No. 21-C and Regulation No. 22 (3) (a) after the existing Regulation No. 21-B and Regulation No. 22 (3) respectively are hereby inserted in the Technical Workmen Service Regulations, 1975:-

#### **21-C Prohibition of Sexual Harassment of working women:**

No employee shall indulge in any act of sexual harassment of any women at her work place.

**Explanation:** For purpose of this regulation "Sexual Harassment" includes such unwelcome sexually determined behaviours, whether directly or otherwise as:-

- Physical contact and advances.
- Demand or request for sexual favours.
- Sexually colored remarks.
- Showing any pornography; or
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.

#### **22 (3) (a) Sexual harassment of working women at work places:**

"Notwithstanding anything contained in Regulation 22 (1), 22 (2) & 22 (3), if there is complaint of sexual harassment within the meaning of rule 21-C of the Technical Workmen Service Regulations, 1975, the complaints committees established for enquiry into such complaints, shall be deemed to be an enquiry authority and the report of the said committees shall be deemed to be an enquiry report for the purpose of these regulations.

The disciplinary authority will act on the said enquiry report in accordance with these regulations. The complaints committee shall hold, if separate procedure has not been prescribed for the complaints of sexual harassment, the enquiry as far as practicable in accordance with the procedure laid down in these Regulations."

By order

*[Signature]*  
18/3/2015

Secretary (Admn.)  
JdVVNL, Jodhpur.

*[Signature]*  
26/3/2015